

# FIND YOUR ACTIVE Workplace Newsletter

October 2023



## ESSEX ACTIVITY AWARDS

Active Essex will be hosting their annual Essex Activity Awards ceremony in December, which recognises and celebrates the extent of achievements in sport and physical activity that have taken place throughout our county this year.

If your workplace, team or organisation have supported staff wellbeing and encouraged them to get active, either through innovative ideas and opportunities to change sedentary behaviour, or to promote better physical and mental wellbeing, then put your nomination forward for the 'Active Workplace Team of the Year' award!

Nominations are now OPEN and will close midnight Sunday 1st October 2023!

Nominate your workplace [here!](#)

Hear from Healthwatch, our 2022 Active Workplace winners, to find out about the initiatives, competitions and activities they organised, to ensure they look after their staff mental wellbeing:



## WORKING WELL Essex Working Well

Working Well is part of the Essex Wellbeing Service and aims to provide Essex businesses (excluding Southend-On-Sea and Thurrock) with free workplace health and wellbeing support.

This support consists of the main offer the Working Well Accreditation, alongside three other free options: Mental Health Aware Programme, Small Business HR Support and Mental Health First Aid England Training.



[Find out more here](#)

## INTERNATIONAL WEEK OF HAPPINESS AT WORK

Next week is the International Week of Happiness at Work and a chance to ensure that happiness at work is a top priority for all. Science has shown that happy employees are more productive, flexible, resilient and creative, benefitting not only the employer but also the wellbeing of staff too. So what can you do as a workplace? Find some ideas below:

- Talk about your organisational culture, and how you can make changes
- Allow flexible working, to enable employees to attend a gym class or activity session
- Ensure staff take regular breaks from their desk, adding movement into the working day
- Organise a team activity or team building session
- In groups, have a discussion about what makes you happy at work

[Find out more here](#)

## WORK/LIFE WEEK - W/C 2ND OCTOBER

National Work Life Week is an opportunity for both employers and employees to focus on wellbeing at work, as well as work-life balance. Use this week to highlight the importance of taking regular breaks throughout the day to enjoy some fresh air or arrange a walking team meeting to break up the working day. Don't forget to communicate employee benefits and discuss flexible working ways to ensure colleagues feel heard and can get the right balance during their working day.



[Discover more here](#)





## WORLD MENTAL HEALTH DAY

Tuesday the 10th October is World Mental Health Day. One's mental health is key when it comes to productivity at work and there are many ways that we can look after it. Physical activity is one of them, taking a walk on your lunch break or completing a morning stretch session can put you in the right mood to have the best day possible.

Every mind matters have some brilliant resources and aims to make it easier for everyone to look after their own wellbeing and improve their mental health, by providing a digital hub full of advice, tips and resources and a new online tool to help everyone create their own action plan.



[Find Every Mind Matters resources here](#)

## BLACK HISTORY MONTH AND THE RACE CODE

October is Black History Month; an occasion to recognise and celebrate the invaluable contributions of black people to British society. Research shows us that the full and equal participation and progression of Black people in senior leadership roles brings huge benefits to organisations.

The potential benefit to the UK economy from full representation of race across the labour market, through improved participation and progression is estimated to be £24 billion per year, which represents 1.3% of GDP. However, the following statistics still remain:

- Black workers with degrees earn 23.1% less on average than white workers.
- In Britain, only 5.7% of Black people work as managers, directors and senior officials
- Black people who leave school with A-levels typically get paid 14.3% less than their white peers

This is why Active Essex became early adopters of the Race Equality Code; a single Code providing one set of standards, applicable to any and every organisation irrespective of size or sector and aimed at delivering real change. This has informed changes to our people plan, recruitment processes, internal work to build an inclusive culture and improved education and training of staff.

[To discover how your workplace can adopt the Race Code, click here](#)

